Government of Saskatchewan

Annual Report 1986-87

Women's Secretariat

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Saskatchewan

Annual Report
1986-87

Women's Secretariat

For the fiscal year ended
March 31, 1987

Minister
Honourable Grant Schmidt

Letters of Transmittal

Honourable Frederick W. Johnson
Lieutenant Governor of
the Province of Saskatchewan

Sir:

I hereby respectfully submit the annual report of the Saskatchewan Women's Secretariat for the fiscal year ended March 31, 1987.

Respectfully submitted,

Grant W. Schmidt
Minister, Department of Human Resources,
Labour and Employment

The Honourable Grant W. Schmidt
Minister, Department of Human Resources,
Labour and Employment
Regina, Saskatchewan

Sir:

I have the honour of submitting the annual report of the Saskatchewan Women's Secretariat for the fiscal year ended March 31, 1987.

Respectfully submitted,

Phil Richards
Deputy Minister

Role of the Women's Secretariat

Introduction

The Women's Secretariat was created in 1984 as the government's agency for co-ordinating policy development and programs for women. In April, 1986, the Secretariat amalgamated with the personnel and resources of the Women's Services Branch of the Employment Development Agency.

The Department of Human Resources, Labour and Employment was created February 1, 1987, and combined the Women's Secretariat with parts of Saskatchewan Labour, Indian and Native Affairs Secretariat, the Employment Development Agency and the Seniors' Bureau. The Women's Secretariat's Executive Director reports to the Assistant Deputy Minister of Human Resources, Labour and Employment.

Co-ordination, Consultation and Interdepartmental Liaison

The Women's Secretariat works primarily within government to integrate women's concerns into the mainstream of all policies and programs. Secretariat staff analyze policies, legislation and programs for their impact on women. In 1986-87 staff participated on several interdepartmental committees in areas such as education, family violence, child abuse, aging, and employment equity.

The Secretariat also provides ongoing co-ordination, consultation and support services to government departments as they address the needs of women. The Women's Secretariat was involved in a number of joint projects with other departments during 1986-87 including increasing the representation of women in public service management and increasing opportunities for women in business.

Women in the Public Service

The Women's Secretariat developed and co-ordinated the government-wide processes involved in the women in management initiatives, including the administrative policies and procedures for departmental action plans. The Secretariat provided comparative analysis and made recommendations to the Steering Committee of Deputy Ministers who co-ordinated the programs to increase the representation of women in management.

As part of this initiative, the Women's Secretariat organized a network for women in the management and professional classification categories. A planning committee of women from various departments was established to organize monthly networking luncheons featuring guest speakers on career-related topics. Networking luncheons were initiated in November, 1986.

Women and Business

Based on the overwhelming positive response to Women and Business Conferences held in 1985, the Women's Secretariat, Saskatchewan Tourism and Small Business and the Federal Business Development Bank co-sponsored a major conference in 1986 for women currently in business and those interested in going into business. Held in Regina, the conference attracted over 300 participants who were given the opportunity to attend skill-building sessions, listen to experts from the world of business, view innovative ideas and services in the Trade Show, and share experiences with other entrepreneurs.

In response to both the success of this Conference and the need to provide the information to women in other communities throughout Saskatchewan, the Women's Secretariat has been working with the Department of Tourism, Small Business and Co-operatives to organize a series of one-day conferences titled "Marketing Yourself and Your Business". They are scheduled for La Ronge, Prince Albert, Yorkton, Estevan and Swift Current in May, 1987

Research and Development

The Women's Secretariat conducts on-going research and statistical analysis to provide comparative and current information on the status of Saskatchewan women. In addition to ongoing research activities, staff addressed specific topics such as women in agriculture, women and business and women's access to credit. Staff continued to handle research inquiries and provide information to the public through the Women's Secretariat Resource Centre.

Workshops and Presentations

The Women's Secretariat provided workshops and presentations to a variety of groups throughout Saskatchewan. These presentations include practical information and training for women applicable to their work in the home and in the labour force. Topics included:

- The Changing Role of Women in Society
- Career Exploration for Women
- Non-Traditional Careers for Women
- The Needs of Girls and Women in Educational Programs
- Women Into Management

During 1986-87, the Women's Secretariat conducted workshops, speaking engagements and information displays for approximately 1,600 participants. The staff also consulted with several agencies, assisting them in developing curricula and training sessions.

In December, 1986, the Women's Secretariat, in conjunction with the Regina Plains Community College, provided a Job Finding Club Trainers' course for 23 counsellors and participants from across the province. The training certified all participants to deliver Job Finding Clubs (JFC) in their areas.

Career Counselling

Saskatchewan women still face barriers in entering the paid labour force. They are under-represented in certain occupations, such as the technologies and management careers, and often receive lower wages than their male counterparts.

To promote career development and career options awareness, the Women's Secretariat provided individualized career counselling to women attending educational institutions, women re-entering the work force, and women in the public and private sectors. For women in rural Saskatchewan, telephone counselling services were provided. In 1986-87, 308 people participated in individualized counselling sessions.

Public Information and Communication

During 1986-87, Secretariat staff met with numerous groups involved in women's issues. Staff attended conferences and special events. They provided information about government programs for women and received input on groups' concerns.

1986-87 was an active year for communications, beginning with the launch of the publication "Into Employment," a highly-successful job-search handbook for women. More than 30,000 copies of this publication were requested during the year.

A quarterly publication, the "Women's Secretariat Newsletter," was developed to inform women's groups and individuals about government initiatives for women. Issues were produced in May and August, 1986 and January, 1987.

Intergovernmental Liaison

The Women's Secretariat is in frequent contact with representatives of the status-of-women departments and agencies of the federal, provincial and territorial governments. Secretariat staff represented Saskatchewan at several meetings of status-of-women officials. The Secretariat provided advice and support materials for the Status-of-Women Ministers' Meetings, and attended the First Ministers' Conference held in the fall of 1986.

Secretariat staff participated in the development of a joint federal/provincial/territorial paper, "Towards a Labour Force Strategy: A Framework for Training for Women," which the Ministers Responsible for the Status of Women presented for approval to the First Ministers' Conference in November, 1986. The paper outlines the barriers women face in accessing training, recommended measures to assist women to achieve equality, and proposed a commitment for intergovernmental co-operation in the development and implementation of the recommended measures.

Saskatchewan Women's Advisory Council

The Saskatchewan Women's Advisory Council, appointed by the Minister Responsible for the Status of Women, advises the provincial government on ways to improve the status of women.

In 1986, the Council held public consultation meetings in Swift Current, Yorkton and Prince Albert. Issues that were identified included: economic disparity and employment, teenage pregnancy, family violence, sexual abuse, pornography and television, and education.

The provincial government provided a grant to the Council for research and public consultations. The Women's Secretariat supplied the Council with communication services as well as administrative and clerical support.